

Modeling School  
Districts Voluntarily  
Entering the Idaho  
State Employee Plan  
Pool. HB248

Rep. Rod Furniss  
Rep. Ryan Kerby  
Rep. Lance Clow  
Senator Steven Thayn



# Public School K-12 Problems (Health Ins)

- High premiums
  - High deductibles
  - High admin fees and commissions
  - Subsidies for ACA prohibited for spouses if coverage is offered
  - No standardized premiums and coverages between districts
  - Disadvantaged rural or small districts
  - Difficulty in recruiting
  - High turnover and training costs
- 

# Model of Idaho Public Schools K-12

## **Enrollees Include:**

School Districts &  
Charters

Teachers, Classified, &  
Administrators

Spouses & Families



# State of Idaho Employee Plan

- Claims Incurred 7/1/2018 - 6/30/2019 and Paid in 15 months Less EE Contributions

Household	Member Count	% Of Total	% Of Claims
Enrollee	18,830	40%	57%
Spouse	9,655	21%	29%
Children	<u>18,367</u>	39%	19%
	46,852	<b>Total Cost</b>	<b><u>\$226,561,347</u></b>

# Model of Idaho Public Schools K-12

- Anticipated Claims Incurred 10/1/2021 - 9/30/2022 and Paid in 15 months Less Employee Contributions

School Household	School Member Count	State %	State % of Claims
Enrollee (estimated)	29,753	40%	57%
Spouse (estimated)	15,256	21%	29%
Children (estimated)	<u>29,022</u>	39%	19%
	74,031	Total Max Costs to the State	<u>\$338,141,442</u>

## Model of Idaho Public Schools K-12

FY 2021 initial budget request  
would increase to  
**\$200,309,681** for health  
insurance allocated from  
discretionary funds. (43%)

# Model of Idaho Public Schools K-12

% of State Employees	% Applied to Public Schools EEs	Household	<i>Estimated</i> Employee Pay	Public School Benefits	
34%	10167	Employee Only	<b>\$59.92</b>	<a href="#">FY2020 PPO</a>	FY20 Plan
20%	5855	E + Spouse	<b>\$424.94</b>	\$10 copay	Telehealth/MDLive
7%	2052	E + Child	<b>\$293.49</b>	<b>\$350</b>	<b>Deductible - Ind.</b>
7%	2161	E + Children	<b>\$415.77</b>	<b>\$950</b>	<b>Deductible - Family</b>
9%	2825	E + Spouse + Child	<b>\$547.23</b>	\$3,250	Limit - Ind.
<u>22%</u>	<u>6692</u>	E + Spouse + Children	<b>\$660.34</b>	\$6,750	Limit -Family
100%	<b>29753</b>	Total Premium	<b>\$87,688,481</b>	\$20 copay/85%	Office

# Model of Idaho Public Schools K-12

If all school districts enter state pool	Total Max Costs to the State \$13,789 pym					\$338,141,442
	43% of Discretionary Funds					-\$200,309,681
	Total Premium Collected					-\$87,688,481
	Cost Before Allowance					\$50,143,280
<p>Projected Allocation based on selected Staffing Allowance (AP1_FileDelv) and Estimated Career Ladder Rung and Cell Distribution, No Burden</p>						
Ladder: AP1_FileDelv	Allow_Instr	Allow_PPS	Allow_Total	Ed Alloc and CTE	Total	Difference
2020	\$730,626,997	\$56,294,753	\$786,921,750	\$31,181,233	\$818,102,983	Allowance
2021	\$770,448,837	\$59,060,312	\$829,509,148	\$31,770,559	\$861,279,707	\$43,176,724
				Burden	Plus	19.59%
					Total Increase	\$51,635,044

# Model of Idaho Public Schools K-12

## School Choice and Local Control

- Voluntary entry into the plan or continue to get allocation
- Employee contributions would be sent to the Dept. of Admin.
- Stay in the plan for 2 years.
- Premium Savings may Increase take home pay but lower deductibles for most.
- Includes Dental, Vision, and Basic Life Insurance.
- Bill gives the school board the choice to use the Career ladder increase for benefits. Teachers would stay on the same rung and receive minimum salaries.

# Model of Idaho Public Schools K-12

Household	State %	<i>Monthly Proposed Estimated Rates</i>	<u>Monthly Jefferson EE Rates</u>	<u>Annual Employee Savings</u>	<u>Monthly Emmett EE Rates</u>	<u>Annual Employee Savings</u>
EE	34%	<b>\$59.92</b>	\$0	<b>(\$96,316.59)</b>	\$83	\$27,227.39
EE + Spouse	20%	<b>\$424.94</b>	\$661.51	\$218,998.52	\$899.96	\$318,587.19
EE +1 Ch	7%	<b>\$293.49</b>	\$250.33	<b>(\$13,999.56)</b>	\$450.78	\$36,967.61
EE + Children	7%	<b>\$415.77</b>	\$440.82	\$8,559.62	\$620.84	\$50,769.53
EE + Sp + 1 Ch	9%	<b>\$547.23</b>	\$936.42	\$173,841.25	\$1,138.14	\$191,224.80
EE + Sp + Children	22%	<b>\$660.34</b>	\$936.42	\$292,104.74	\$1,138.14	\$366,255.34
		<b>Insureds/Savings</b>	<b>392</b>	<b>\$583,187.98</b>	<b>284</b>	<b>\$991,031.87</b>

# Model of Idaho Public Schools K-12

Household	State %	<i>Monthly Proposed Estimated Rates</i>	<u>Monthly Pocatello EE Rates</u>	<u>Annual Employee Savings</u>	<u>Monthly Weiser EE Rates</u>	<u>Annual Employee Savings</u>
EE	34%	<b>\$59.92</b>	\$0	(\$342,759.29)	\$35	(\$13,166.49)
EE + Spouse	20%	<b>\$424.94</b>	\$771	\$1,141,232.86	\$658.20	\$188,823.52
EE +1 Ch	7%	<b>\$293.49</b>	\$460.74	\$193,081.88	\$317.80	\$28,266.52
EE + Children	7%	<b>\$415.77</b>	\$460.74	\$54,685.10	\$456.85	\$43,073.33
EE + Sp + 1 Ch	9%	<b>\$547.23</b>	\$1,055.26	\$807,547.89	\$848.85	\$117,544.36
EE + Sp + Children	22%	<b>\$660.34</b>	\$1,055.26	\$1,486,970.23	\$848.85	\$263,053.20
	<b>Insureds/Savings</b>		1395	<b>\$3,340,759</b>	154	<b>\$627,594.43</b>

# Model of Idaho Public Schools K-12

Employee Only		Jefferson Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$0		Current Dist Health Share	\$0	Annual "State" Health Insur	\$719
Take Home Pay	\$40,990		Take Home Pay	\$42,231	Take Home Pay	\$40,271
			<b>Take Home Pay Difference</b>			<b>(\$1,960)</b>
Employee Only		Emmett Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$996		Current Dist Health Share	\$996	Annual "State" Health Insur	\$719
Take Home Pay	\$39,994		Take Home Pay	\$41,235	Take Home Pay	\$40,271
			<b>Take Home Pay Difference</b>			<b>(\$964)</b>

# Model of Idaho Public Schools K-12

Employee + Spouse		Jefferson Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$7,938		Current Dist Health Share	\$7,938	Annual "State" Health Insur	\$5,099
Take Home Pay	\$33,052		Take Home Pay	\$34,293	Take Home Pay	\$35,891
			<b>Take Home Pay Difference</b>		<b>\$1,598</b>	
Employee + Spouse		Emmett Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$10,800		Current Dist Health Share	\$10,800	Annual "State" Health Insur	\$5,099
Take Home Pay	\$30,190		Take Home Pay	\$31,431	Take Home Pay	\$35,891
			<b>Take Home Pay Difference</b>		<b>\$4,459</b>	

# Model of Idaho Public Schools K-12

Employee + Spouse + Children		Jefferson Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$11,237		Current Dist Health Share	\$11,237	Annual "State" Health Insur	\$7,924
Take Home Pay	\$29,753		Take Home Pay	\$30,994	Take Home Pay	\$33,066
			<b>Take Home Pay Difference</b>		<b>\$2,072</b>	
Employee + Spouse + Children		Emmett Dist	Rung: Residency	Cell: 2		
Teacher on Distrist Health Plan 2020			Teacher on Dist Plan 2021 W/CL		Teacher on State Plan no CL increase	
FY 2021 Salary (CL Based)	\$40,990		FY 2021 Salary (CL Based)	\$42,231	FY 2021 Salary (CL Based)	\$40,990
Current Dist Health Share	\$13,658		Current Dist Health Share	\$13,658	Annual "State" Health Insur	\$7,924
Take Home Pay	\$27,332		Take Home Pay	\$28,573	Take Home Pay	\$33,066
			<b>Take Home Pay Difference</b>		<b>\$4,493</b>	

# Model of Idaho Public Schools K-12

## USING SICK LEAVE: STATE OF IDAHO RETIREES

Idaho Code 67-5333 allows eligible retirees to convert half of their unused sick leave to a sick leave account that can be used to pay qualifying insurance premiums. Once converted, the unused sick leave shall be used to pay premiums for "such health, dental, vision, long-term care, prescription drug, and life insurance programs as may be maintained by the state".



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# Choice and Local Governance



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## Questions?

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